

BOARD OF REGENTS
OF THE UNIVERSITY OF WISCONSIN SYSTEM
EXECUTIVE COMMITTEE

Monday, December 18, 2017
8:00 a.m.
To be held by telephone conference

1820 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin

AGENDA

1. Calling of the roll
2. UW-Madison Collective Bargaining Agreement with The Building and Trades Council of South Central Wisconsin
[Resolution 2.]
3. UW System Collective Bargaining Agreement with The Building and Trades Council of South Central Wisconsin
[Resolution 3.]
4. Adjourn

UW-Madison Collective Bargaining Agreement with
The Building and Construction Trades Council of South Central Wisconsin

BOARD OF REGENTS EXECUTIVE COMMITTEE

Resolution 2:

That upon the recommendation of the President of the University of Wisconsin System and the Chancellor of UW-Madison, the Board of Regents approves the collective bargaining agreement between UW-Madison and the Wisconsin State Building Trades Negotiating Committee, d/b/a the Building and Construction Trades Council of South Central Wisconsin for a 1.26% increase in base wages effective July 1, 2017.

UW System Collective Bargaining Agreement with
The Building and Construction Trades Council of South Central Wisconsin

BOARD OF REGENTS EXECUTIVE COMMITTEE

Resolution 3:

That upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the collective bargaining agreement between the UW System and the Wisconsin State Building Trades Negotiating Committee, d/b/a the Building and Construction Trades Council of South Central Wisconsin for a 1.26% increase in base wages effective July 1, 2017.

**UW-MADISON AND UW SYSTEM CONTRACTUAL AGREEMENTS WITH
THE BUILDING AND CONSTRUCTION TRADES COUNCIL
OF SOUTH CENTRAL WISCONSIN**

BACKGROUND

Under the State Employment Labor Relations Act (SELRA) there has long been one set of approximately twenty state employee bargaining units. SELRA, as amended, specified that effective July 1, 2015, three sets of state employee bargaining units were created: one for non-UW state employees, one for UW System employees (excluding UW-Madison employees), and one for UW-Madison employees. The Board of Regents is responsible for certain employer functions with respect to the non-Madison UW System bargaining unit, including tentative approval of collective bargaining agreements. The UW-Madison chancellor is responsible for employer functions with respect to the UW-Madison collective bargaining unit.

Sections 111.92(2) and 111.92(3), Wis. Stats. require the Board of Regents and UW-Madison to submit collective bargaining agreements to the Legislature's Joint Committee on Employment Relations (JCOER), which shall hold a hearing before determining its approval or disapproval.

REQUESTED ACTION

Adoption of resolution 2, approving the collective bargaining agreement between UW-Madison and the Building and Construction Trades Council of South Center Wisconsin (BTC).

Adoption of resolution 3, approving the collective bargaining agreement between the Board and the Building and Construction Trades Council of South Central Wisconsin (BTC).

DISCUSSION

Following the passage of 2011 Wisconsin Act 10, the trades union is limited to bargaining for base wages only. The maximum increase that can be bargained is based on the annual Consumer Price Index (CPI), as determined by the Wisconsin Employment Relations Commission. CPI for the 2017-18 bargaining year is 1.26%.

BTC represents employees in the building trades crafts, including 206 individuals employed by UW-Madison, and 103 individuals employed by the balance of the UW System. BTC proposed a base wage increase of 1.26%, effective July 1, 2017, consistent with the CPI. Prior to agreeing to BTC's proposal, bargaining representatives for UW-Madison and UW System consulted their counterparts at the Department of Administration's Division of Personnel Management (DPM) and were advised that DPM planned to offer their BTC employees a wage increase of 1.26%.

After leadership for the BTC bargaining units for UW-Madison and UW System met with the UW System and UW Madison negotiating teams and agreed to a 1.26% increase effective July 1, 2017, DPM advised that its offer is effective the last pay period of June 2018.

The 2017-19 biennial budget includes a pay plan for unrepresented state and university employees that allows up to a 2% increase beginning the last pay period of June 2018, and another 2% increase in January 2019, for a total of approximately 4% in 2018-19. BTC members are not eligible for this 4%. If the Board of Regents and JCOER approve the attached agreements, no state or university employees other than university employees represented by the BTC will receive a pay plan increase in 2017-18.

UW-Madison notes that wages for BTC represented employees trail those received by peers working elsewhere by between \$6.30/hour up to \$13.78/hour. This significant pay disparity is impacting recruitment and retention efforts. In addition, UW institutions have expressed concerns over the loss of skilled laborers over the past few years, and the need to remain competitive. BTC-represented employees received a 0% increase in 2016-17, and a 1% increase in 2015.

Copies of the agreements are attached.

RELATED REGENT POLICIES

Regent Policy Document 13-1, General Contract Signature Authority, Approval, and Reporting.

AGREEMENT

between the

UNIVERSITY OF WISCONSIN - MADISON

and the

**WISCONSIN STATE BUILDING
TRADES NEGOTIATING COMMITTEE**

and its

**APPROPRIATE AFFILIATED BUILDING
TRADES COUNCILS**

July 1, 2017 - June 30, 2018

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AGREEMENT

This Agreement made and entered into this **DATE** day of **MONTH**, 2017, at Madison, Wisconsin, pursuant to the provisions of ss. 111.80-111.94, Wis. Stats., by and between the University of Wisconsin-Madison (“the Employer”) represented by the Office of Human Resources and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, (“the Union”) (collectively “the parties”).

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties that this Agreement constitutes an implementation of the provisions of ss. 111.80-111.94, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the Employer.

The parties acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the right and opportunity of the parties to make demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

ARTICLE I

Scope of the Agreement

1/1/1 This Agreement relates only to university staff employees of the University of Wisconsin-Madison in the appropriate collective bargaining units as defined by the Wisconsin Employment Relations Commission certifications Cases V and VI; Nos. 15579 and 15580; SE-40 and SE-41; Decision Nos. 10991-B and 10992-B, dated January 4, 1973.

ARTICLE II

Wages

Section 1 General Wage Adjustment (GWA)

2/1/1 The Employer will make a 1.26% General Wage Adjustment to the current Trades occupation pay rates for Union employees for the duration of this agreement. This results in a General Wage Adjustment (GWA) of one point two six percent (1.26%).

AGREEMENT

between the

**BOARD OF REGENTS OF THE UNIVERSITY OF
WISCONSIN SYSTEM**

and the

**WISCONSIN STATE BUILDING TRADES
NEGOTIATING COMMITTEE**

July 1, 2017 – June 30, 2018

AGREEMENT

THIS AGREEMENT (“Agreement”) is made by and between the Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin System (the “**University**”), and the Wisconsin State Building Trades Negotiating Committee, including its affiliated locals (the “**Union**”), (collectively the "**parties**").

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties to this Agreement to enter into a written understanding that reflects the results of collective bargaining negotiations, consistent with the provisions of Wisconsin Statutes, sections 111.80 to 111.94.

The parties acknowledge that this Agreement represents a true and accurate reflection of the terms agreed to during collective bargaining.

SCOPE OF AGREEMENT

This Agreement relates only to University of Wisconsin System university staff employees, excluding employees working on the Madison campus, who are members of the crafts workers collective bargaining unit.

TERMS OF AGREEMENT

General Wage Adjustment. Effective July 1, 2017, the University will adjust the pay rate for employees in the Union by a General Wage Adjustment of 1.26%. On a going-forward basis following the effective date of this agreement, a payroll increase of 1.26% will be made. A lump sum adjustment will be made to cover the time period from July 1, 2017, through the effective date of this agreement.

-Signature Page Follows-

By signing below, the parties indicate their acceptance to the terms contained in this Agreement.

**On behalf of the Board of Regents
of the University of Wisconsin System**

Signature

Print Name

Date

**On behalf of the Wisconsin
State Building Trades
Negotiating Committee**

Signature

Print Name

Date